



media release

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Generation F Profile

About Generation F

Generation F are women in the Australian labour force, including women wishing to return to work, who are aged between 16 and 65 years. Present across the Baby Boomer, X and Y Generations, Generation F are employers' main solution to the nation's proliferating skills shortage. Harnessing their skills, commitment and experience will help organisations to secure effective and sustainable workforces.

Labour force participation

- The labour force participation rate of Generation F is 58.2% in 2008 (Feb). This is up from 54.4% in 1997.
- In 2008 Generation F represents 35% of the full-time workforce, a slight increase from 32.9% in 1997.
- Generation F now represents 70.6% of the part time workforce, a decrease from 74.6% in 1997.
- Generation F make up 44.8% of the total workforce in 2008 compared with 43.3% in 1997.

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6202.0?OpenDocument>

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Feb%201997?OpenDocument>

- Of the 512000 who wanted a job or more hours and were available and were looking for work, Generation F represented 56%, reflecting the fact that women are underemployed or not in the labour force than men.

[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/AF76E535F8283C0DCA2573B5000A775C/\\$File/62390_jul%202006%20to%20jun%202007.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/AF76E535F8283C0DCA2573B5000A775C/$File/62390_jul%202006%20to%20jun%202007.pdf)

Industry of Employment- 2006 ANZSIC (Division)(a), By sex

	Males	Gen F	Persons	Gen F as % of men
Accommodation and Food Services	247,685	327,419	575,104	56.9
Administrative and Support Services	137,241	149,379	286,620	108.8
Agriculture, Forestry and Fishing	195,001	85,911	280,912	30.6
Arts and Recreation Services	66,484	60,912	127,396	47.8
Construction	613,949	95,891	709,840	13.5
Education and Training	212,813	484,993	697,806	69.5
Electricity, Gas, Water and Waste Services	69,856	19,599	89,455	21.9

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Financial and Insurance Services	158,750	189,842	348,592	54.5
Health Care and Social Assistance	204,501	751,644	956,145	78.6
Information Media and Telecommunications	101,921	74,906	176,827	42.4
Manufacturing	704,850	247,159	952,009	26.0
Mining	90,832	16,054	106,886	15.0
Other Services	191,113	147,100	338,213	43.5
Professional, Scientific and Technical Services	328,196	273,821	602,017	45.5
Public Administration and Safety	341,906	266,699	608,605	43.8
Rental, Hiring and Real Estate Services	75,848	78,064	153,912	50.7
Retail Trade	441,975	591,215	1,033,190	57.2
Transport, Postal and Warehousing	328,750	99,039	427,789	23.2
Wholesale Trade	258,850	137,516	396,366	34.7
Inadequately described	72,667	40,783	113,450	
Not stated	67,947	55,103	123,050	
Total	4,911,135	4,193,049	9,104,184	

Count of employed persons aged 15 years and over

Based on the 2006 Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition
Cat. No. 2068.0 - 2006 Census Tables, 2006 Census of Population and Housing- Australia (Australia)

Generation F™ in management

Industry Group	Men- Total Employed	Gen F- Total Employed	Total Employed	% of Gen F managers
Agriculture, Forestry and Fishing	145.9	50.7	196.6	25.8
Mining	10.5	0.8	11.3	7.1
Manufacturing	99.8	28.3	128.1	22.1
Electricity, Gas & Water Supply	8.8	1.6	10.4	15.4
Construction	72.7	7.6	80.3	9.5
Wholesale Trade	47.2	14	61.2	22.9
Retail Trade	31.3	11.8	43.1	27.4
Accommodation, Café's and Restaurants	5	1.8	6.8	26.5
Transport & Storage	19.8	5.5	25.3	21.7
Communication Services	9.6	2.8	12.4	22.6
Finance & Insurance Services	26.9	11.3	38.2	29.6
Property & Business Services	69	33.4	102.4	32.6
Government Administration & Defence	29.4	24.8	54.2	45.8
Education	26.8	19.7	46.5	42.4
Health & Community Services	13.7	29	42.7	67.9



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Cultural & Recreational Services	11.8	10	21.8	45.9
Personal & Other Services	9.9	3.8	13.7	27.7

Female Managers & Administrators- November 2007 (Based on Industry, Occupation and Gender)
 ABS, Labour Force Statistics, November 2007, Category 6291.0.55.003 E08_aug96 - Employed Persons by Sex, Occupation, State, Status in Employment, August 1996 onwards
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6291.0.55.001Dec%202007?OpenDocument>

Generation F™ in the ASX Top 200

- The 2006 EOWA Census of Women in Leadership shows women hold 12.0% of Executive Managers positions in the ASX200 Companies, only a marginal increase from previous census results.
- Women hold 7% of the Top Earner positions in the ASX200 (80 of 1136).
- The overall median pay for women is 58% of the overall median pay for men.
- In ten out of thirteen position classifications the female median salary is less than the male median salary in the same position.

Education Profile

- The proportion of Generation F with a non school qualification is 50.4% compared with 54.5% for men.
- Of persons enrolled to study in May 2006, 53% were female.
- Women represented 54.7% of all students at private universities and other higher education providers in the first half of 2007.
- Female graduates starting salaries were \$42 000, 78.1% of average earnings. This is down from 79.8% in 2006 and from a recent high of 83.3% in 2001. Female graduate starting salaries are 93.3% of men's.

Selected higher education statistics (DEEWR), Table (i): Summary of 2007 First Year Student Numbers
<http://www.dest.gov.au/NR/rdonlyres/37C3E08D-37A6-409E-81A8-2CF64376826C/20484/2007FirstHalfYearStudentSummaryTablesPrivateProvid.xls>

- Young women tend to show higher graduation rates than young men. Martin et. Al estimated a completion rate of 67% for women and 58% for men (Longitudinal Survey of Australian Youth 2006).

Generation F™: Main field of study in 2007

	(000's)	(%)
Natural and physical sciences	37.5	3.1%
Information technology	13.6	1.1%
Engineering and related technologies	16.5	1.4%
Architecture and building	13.4	1.1%
Agriculture, environmental and related		



Studies	17.3	1.5%
Health	121.1	10.1%
Education	84.3	7.0%
Management and commerce	224.40	18.7%
Society and culture	205.9	17.2%
Creative arts	58.9	4.9%
Food, hospitality and personal services	33.3	2.8%
Mixed field programmes	357.0	29.8%
Field not determined	14.0	1.2%
Total	1197.3	100%

Generation F™ - Level of education of current study by labour force status

	Full time (%)		Part time (%)		
Post grad degree		32.8	9.8	21.6	6.3
Grad dip/grad cert		15.8	4.7	13.7	4.0
Bachelor degree		52.7	15.7	195.1	57.0
Advanced diploma/diploma		39.8	11.9	44.9	13.1
Cert ¾		155.1	46.3	44.1	12.9
Cert1/2		8.5	2.5	8.5	2.5
Certificate not defined		30.4	9.1	14.4	4.2
Total		335.1	100%	342.3	100%

[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/886CF63B48EAE6CDCA257242001B249A/\\$File/62270_may%202006.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/886CF63B48EAE6CDCA257242001B249A/$File/62270_may%202006.pdf)

Generation F™: Field of education of vocational studies

Natural and physical sciences	0.4%
Information technology	2.6%
Engineering and related technologies	3.5%
Architecture and building	1.1%
Agriculture, environment and related Studies	2.3%
Health	5.7%
Education	3.5%
Management and commerce	26.3%
Society and culture	15.8%
Creative arts	3.4%
Food, hospitality and personal services	12.7%
Mixed field programs	14.2%



Subject- no field 8.2%

Australian vocational education and training statistics: students and courses (released July 2007) available at: <http://www.ncver.edu.au/statistics/vet/ann06/sum06/sd07507.pdf>

Generation F™: % of female graduates in 2007 by field of study

53.8%	accounting graduates	45.9%	maths
54.3%	agricultural science	61.4%	medicine
51.9%	architecture and building	78.6%	optometry
74.1%	art and design students	86.6	paramedical
67.5%	biological sciences	67.1%	law
21.2%	computer sciences	65.7%	pharmacy
61.7%	dentistry	38.4%	physical science
35.5%	earth sciences	82.2%	psychology
58.8%	economics and business	76.3%	social science
81.7%	education	93.2%	social work
19.2%	engineering	77.3%	veterinary science
78.4%	humanities		

GradStats 2007, available at <http://www.graduatecareers.com.au/content/view/full/24>

Generation F™: Women in business

- Approximately 529 000 or 31.9% of small business operators are women (2004-most recent).
- Of these 39.6% of female operators worked full time. 27.5% worked more than 50 hours per week.
- The proportion of small business operators that are female (58.6%) down from 66.6% in 1995.
- The proportion of female small business operators aged less than 30 years is 8.2% down 1.7% from the previous year (2004)
- The proportion of female small business operators aged 30-50 years was 63.1%, an increase of 2.9% from 2003, and greater than 50 years, 28.7%, down 1.3% from the previous year.

ABS, Category 8127.0, Characteristics of small business (2004), Australia, available at [http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/78AD83F693CD2351CA256FF00078EC15/\\$File/8127_0_2004.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/78AD83F693CD2351CA256FF00078EC15/$File/8127_0_2004.pdf)

- The total percentage of female owner managers was 13.2% in November 2006.
- The percentage of female employees without paid leave entitlements was 25.2% at the same date. Overall by occupation, female sales workers, labourers and community and personal service workers had the least paid leave entitlements.

ABS Category 6259.0 Forms of employment, Australia, November 2006, available at:



Generation F™ - Pay Equity

Average Weekly Earnings	Full time adult ordinary earnings		Pay Gap %	Full time adult total earnings		Pay Gap%	Total Earnings		Pay Gap%
	Gen F	Men		Gen F	Men		Gen F	Men	
Industry	Gen F	Men	Pay Gap %	Gen F	Men	Pay Gap%	Gen F	Men	Pay Gap%
Mining	1481.2	1894	21.8	1494	1981	24.6	1342	1958	31.5
Manufacturing	932.9	1058.5	11.9	969.4	1161	16.5	821.3	1108	25.8
Electricity, gas and water supply	1141.6	1373.9	16.9	1166.5	1536	24.1	1063	1492	28.8
Construction	977.4	1112.5	12.1	1011.7	1240	18.4	708.3	1137	37.7
Wholesale Trade	965	1071.9	10.0	983.3	1125	12.6	783.3	1033	24.2
Retail Trade	780.6	905.7	13.8	798.1	943.7	15.4	447.1	644.4	30.6
Accommodation, café's and restaurants	782.4	854.9	8.5	805	877.6	8.3	426.3	588.1	27.5
Transport and storage	908	1092.2	16.9	943.3	1220	22.7	768.6	1098	30.0
Communications	1083.8	1231.6	12.0	1111.3	1313	15.3	863.5	1207	28.5
Finance and insurance	1099.3	1660	33.8	1110.5	1669	33.5	924.7	1569	41.1
Property and business services	986.4	1347	26.8	996.7	1387	28.2	744.9	1172	36.4
Government admin and defence	1120.9	1222.7	8.3	1133.5	1261	10.1	940.5	1190	21.0
Education	1146.5	1294.8	11.5	1148.5	1305	12.0	800.4	1003	20.2
Health and community services	944.1	1372.8	31.2	974.4	1454	33.0	686.8	1166	41.1
Cultural and recreational services	962.1	1175.5	18.2	971.2	1194	18.7	462.9	804.7	42.5
Personal and other services	931.5	1112.9	16.3	947.7	1169	18.9	644.7	970.8	33.6
All industries	989.7	1175.4	15.8	1007.8	1246	19.1	689	1053	34.6

ABS Category 6302.0, Average Weekly Earnings, Industry, Australia, November 2007 (released 16.02.08)

[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/8B51D3FD1EDAC921CA2573F500152A3B/\\$File/63020_nov%202007.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/8B51D3FD1EDAC921CA2573F500152A3B/$File/63020_nov%202007.pdf)

Average Weekly Earnings: Original Data, Nov 2007

Average Weekly Earnings: Original Data, Nov 2007	Full time Adult Ordinary Time Earnings	Full time adult total earnings	All employees total earnings
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Gen F's earnings as a % of men's

84.2

80.9

65.4



Gender Pay gap	15.8	19.1	34.6
Total	100	100	100

Breakdown of pay gap components: Original data, Nov 2007

Breakdown of pay gap components: Original data, Nov 2007	Unexplained pay inequality (the gap in men and women's full time ordinary hour earnings)	Less access to overtime (the gap in full time adult total earnings minus the gap in full time adult ordinary earnings)	Differences in workforce participation (the gap in total earnings minus the gap in full time adult total earnings)	Total pay inequality (the gap in men and women's total average weekly earnings)
Portion of total pay gap	15.8	3.3	15.5	34.6
Percentage of total pay gap	45.7	9.5	44.8	100

ABS Category 6302.0, Average Weekly Earnings, Industry, Australia, November 2007 (released 16.02.08)
[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/8B51D3FD1EDAC921CA2573F500152A3B/\\$File/63020_nov%202007.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/8B51D3FD1EDAC921CA2573F500152A3B/$File/63020_nov%202007.pdf)

Generation F™: Balancing Care and Work

- For women of child-bearing age (15-44 years), the labour force participation rate has risen from 59% to 71% over the period November 1980 to November 2005.
- The OECD identifies women with children as the population group having the greatest scope to raise their labour force participation in Australia. Leave from work is important to maintaining women's attachment to the labour force.

Organisation for Economic Cooperation and Development 2006, Economic Survey, Australia, OECD, France

- There are disparities in the use of paid maternity leave, particularly across sector, industry and occupation. In 2005, 76% of women who had worked as employees in the public sector in their last main job while pregnant used paid maternity leave, compared with 27% of women employees in the private sector.
- The proportion of women employees who are entitled to maternity leave was 41% at November 2005 up from 36% in 2003.
- In 2005, 73% of women who had worked as an employee in their last main job while pregnant used some type of leave for the birth and

subsequent care of a child. 27% did not use leave, with the majority or 76% of these women leaving their jobs permanently.



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- In November 2005, women who used leave had on average 34 weeks (nearly eight months) approved leave for birth and care of their child. Women with longest periods of leave worked in public sector (37 weeks average), in organisations with 20 or more persons (26 weeks), or had worked with employer for more than a year (35 weeks).

Australian Social Trends 2007, Maternity Leave Arrangements, available at

[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/2DC476A215C81A80CA25732F001C9D91/\\$File/41020_Maternity%20leave%20arrangements_2007.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/2DC476A215C81A80CA25732F001C9D91/$File/41020_Maternity%20leave%20arrangements_2007.pdf)

- Over the last five years the cost of childcare has risen by 65% whilst disposable incomes have risen by 17%. The pricing pressure has caused 25% of parents to say they are likely to leave the workforce and 25% to reduce their hours. This is at a time when businesses must retain skills and effectively utilise available labour.
- In 2003, an estimated 2.56 million people, or 12.9% of the population, provided informal care to a person who is aged or has a disability, including 474, 600 people who were primary carers. 54.1% of all carers are female and 59.9% of female carers aged between 35 and 64 years.

Taskforce on Care Costs, Time for a rethink about work and the cost of care,

http://www.tocc.org.au/media/Op_Ed_29_July_2007.pdf